

How do I contribute to my FSA?

Once you make your annual election, your payroll office will deduct this amount from your pay in equal amounts each pay period throughout the year.

How do I get reimbursed?

Use your Health Care FSA ASIFlex Debit Card to pay for eligible health care purchases; the funds are automatically deducted from your HCSA.

Or pay for eligible expenses out of your own pocket, and then send via mobile app, fax or mail a reimbursement request with the appropriate documentation to ASIFlex. Your request will be processed promptly and you will be reimbursed either through direct deposit into your checking or savings account, or by mailed check, depending on how you have requested to be reimbursed.

The Health Care FSA Debit Card:

- Offers easy access to HCSA account funds.
- Reduces the hassle of filling out reimbursement claim forms.
- Works like a credit card, only the funds are deducted from your HCSA.
- Updates your account balance and transaction history online.

Note that you may be required to submit documentation for certain transactions made with the FSA debit card.

New enrollees will automatically receive a set of two Health Care FSA Debit Cards free of charge when you enroll in the GIC's HCSA.

If you are re-enrolling, your current card is still active through the expiration date and will be loaded with your 2016 election amount. Do not discard!

Note: you can request additional sets of cards at \$5 each for any additional dependents. Details will be provided during enrollment. It's a great way to ensure that all family members have access to Health Care FSA funds when needed.

Questions?
Call 1.800.659.3035
Visit asiflex.com/gic



This brochure provides an overview of the Group Insurance Commission (GIC) FSA program, administered by ASIFlex, is an overview of benefits. Please see the GIC FSA Plan handbook for detailed information.



Commonwealth of Massachusetts
Group Insurance Commission

GIC Flexible Spending Account Programs



Don't miss out on saving money on out-of-pocket health care costs and dependent care expenses. State employees save on average \$300 for every \$1,000 contributed!



GIC Flexible Spending Account (FSAs)

The Group Insurance Commission (GIC) offers two pre-tax programs, administered by ASIFlex, to help reduce your federal and state taxes.

Each program is specialized to help meet your specific needs. By using money set aside on a pre-tax basis, you can use these FSAs to help pay for qualified health care and dependent care expenses.

The two types of FSAs:

- The Health Care Spending Account (HCSA) is for out-of-pocket health care expenses not covered by insurance.
- The Dependent Care Assistance Program (DCAP) is for day care and before and after school care expenses to enable you to work.

How will a Flexible Spending Account help me save on taxes?

A FSA allows you to set aside money for eligible expenses before your employer deducts taxes from your paycheck. This means the amount of income your taxes are based on will be lower.

HERE'S AN EXAMPLE:

Annual Savings Example*	With FSA	Without FSA
Annual Income	\$50,000	\$50,000
Annual Pre-Tax FSA Contribution	-\$2,000	-\$0
Annual Taxable Income	= \$48,000	= \$50,000
Annual Tax Withholdings (approximately 30% of the annual taxable income)	\$14,400	\$15,000
TOTAL ANNUAL SAVINGS (approximately \$300 for every \$1,000 withheld in the FSA per year)	\$600	\$0

*Sample tax savings for a single taxpayer with no dependents. Actual savings will vary based on your individual tax situation. Please consult a tax professional for more information.

If these apply to you, enrolling in an FSA can help save you money:

Health Care Spending Account:

If you or your dependents:

- Have co-pays, co-insurance or deductibles for health, prescription drugs or vision plans.
- Wear glasses or contact lenses.
- Receive orthodontia treatments, such as braces, or have dental expenses not covered by your dental insurance.

Dependent Care Assistance Program:

If you (and your spouse, if married) are working or in school full-time and:

- Your dependent children are under age 13, and attend day care, before-school care, after-school care, or summer day camp.
- You provide care for a person (of any age) whom you claim as your dependent on your federal income tax return and who is mentally or physically incapable of caring for him or herself.

Visit asiflex.com/gic or mass.gov/gic/fsa for a list of eligible HCSA and DCAP expenses.



How do I participate in the GIC Flexible Spending Account (FSA) Programs?

Enroll in these programs during the GIC's FSA open enrollment period: **October 13 – December 4, 2015** for half-year benefits. New Commonwealth employees or employees with a qualifying status change can enroll during the year for partial year benefits.

Visit ASIFlex's website: www.asiflex.com/gic for:

- The status of your account and your claims history
- Reimbursement claim form
- Details on the Health Care FSA Debit Card
- Instructions for online re-enrollment (current participants only)
- Eligible expenses and relevant IRS information

How much should I contribute?

As the contributions are unique to your health care and dependent care needs, the amount you elect is up to you:

- For the half plan year of January 1 – June 30, 2016, you may contribute a minimum of \$250 to a maximum of \$1,275 to the HCSA
- You may contribute up to \$2,500 to the DCAP

The IRS places strict guidelines on these contributions, so you should estimate your FSA pre-tax contributions carefully. Because of the tax benefits of FSAs, the IRS imposes a strict "use-it-or-lose-it" rule, which means money left in a pre-tax account at year end does not roll over and is forfeited.

Note: The IRS provides a 2 ½ month "grace period" at the end of the plan year in which participants can access unused contributions from the previous plan year's FSA programs for qualified expenses. For the half plan year, you have until September 15, 2016 to incur claims and until October 15, 2016 to submit claims.

